WHAT'S UP DOC?

New Hampshire Department of Corrections

Employee Newsletter

December 2009

Pictured: A winter evening at the Northern NH Correctional Facility, Berlin, NH

A Message from the Commissioner

December 2009 Volume 10, No. 3

The employee newsletter for the New Hampshire Department of Corrections

Published quarterly through The Commissioner's Office P.O. 1806, Concord, NH 03302 (603) 271-5602

nancy.woicott@nndoc.state.nn.us jlyons@nhdoc.state.nh.us



Commissioner William Wrenn

WINTER SOLSTICE

Technically, the winter solstice on or around December 21st is the point in time when the sun reaches its southernmost distance from the equator. The dictionary refers to it as a turning point. We refer to it as the shortest day of the year; the day with the fewest hours of sunshine. Living in New England, we tend to groan as the days get progressively darker and colder, but once December 21st arrives, we know that each day from then on will come with increasing sunlight.

If you haven't figured out yet where I'm going with this, I'm using it as a metaphor for the difficult times we as a nation, state and department have been through, with the hope and appearance of brighter days coming.

Last year, I pointed to the challenges we were facing in every direction, saying that in such times our poise, commitment and dedication to the responsibilities and core values of this agency will be called upon more than ever.

This year, in our newly published Annual Report, I have summarized 2009 as a year of significant change in which you, our employees at all levels and locations, more than persevered, performing beyond expectation with determination and dedication.

Not one of us escaped the overall impact of budget cuts, unexpected legislation, personnel changes, LRF closing, NCF expanding, or labor/management disagreements. In my years here and prior to coming to NHDOC, I have never struggled with weightier or more difficult issues. Each letter of layoff and transfer I signed made the days seems darker, while you said farewell to co-workers and took on additional responsibilities and challenges.

Are we at a turning point? Can the winter solstice be a metaphor for more hopeful days? A large part of the answer to that depends on our attitude and our perspective. If we can continue to have a goal of working together to recognize and bring about change, to see these difficult times as transitional, character building, and preparatory, and to look beyond the walls into the communities where lives can be changed, then we will no longer see ourselves as at the greatest distance but rather as beginning a closer, more rewarding journey.

This holiday season my wish for each of you and those you love is for peace, comfort, joy and the anticipation of brighter days. I want to express my sincere gratitude to you all. You always make it work in spite of the seemingly insurmountable obstacles placed in our way.

Also in this issue...

New Direction	2
Justice Reinvestment	3
IT@DOC	4
Breaking News	5
Faithful Service	6
Transitions	7
Policy Updates	8
Benefitting You	11
Facility Updates	12



New Hampshire
Department of Corrections
P.O. Box 1806
Concord, NH 03302
www.nh.gov/nhdoc

Division of Community Corrections

NEW DIRECTION New Director New Division

ommunity Corrections has been part of the Department of Corrections in one form or another for many years. In June of this year, Commissioner Wrenn won legislative approval to reinvigorate this part of the Department and elevate it to a senior divisional status. The Division of Community Corrections became official with the start of the 2010 State Fiscal Year on July 1st.

"The 2009 budget challenge and closure of the Lakes Region Facility actually sowed the seeds for this new Division," says the Commissioner. "New Hampshire's selection for the Council of State Governments' Justice Reinvestment Initiative and the awarding of the Second Chance Act grant were confirmation to us that NHDOC is heading in the right direction with this new, heightened focus on Community Corrections."

After consulting with many stakeholders inside and outside of the Department regarding the right person to head the new Division, the Commissioner settled on an individual who made it onto virtually every advisor's list of recommendations. On October 27, 2009, Joe Diament, former Director of Programs and Administration at New Futures, was sworn in as the Director of the Division of Community Corrections.

The new division and its new director were immediately tasked with several projects simultaneously:

 Assume responsibility for the Department's reentry residential facilities;

- Implement the newly received federal Second Chance Act grant to reduce our recidivism by as much as 50% while maintaining public safety;
- Serve as the Department's liaison with the Justice Reinvestment Initiative; and
- Build the Division's management structure and processes to make it all happen.

Notwithstanding the complexity of these efforts, Director Diament believes that "the stars are aligned favorably for the Department and all of the tasks we've been charged with dovetail one another."

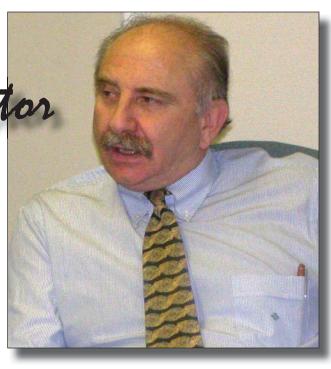
Calumet, North End, and Shea Farm transitional housing units as well as the Concord Transitional Work Center, have become part of a coordinated reentry process that will strive to reduce recidivism.

The goal of reducing recidivism will be accomplished without sacrificing public safety by following evidence-based approaches and focusing on the portion of the Department's population that is most likely to reoffend and most in need of services. Research for the last several years has consistently revealed that focusing on this population yields the greatest dividends without increasing risk to public safety. Community Corrections staff will work closely with staff "behind the walls" and the Division of Field Services to calibrate the ideal

combination of supervision and services for offenders who are the Department's responsibility before and after release.

"It is vital that the transition from institutional confinement to community living is as well coordinated as possible," says Director Diament. "Like in a track and field relay race, a successful baton handoff keeps you in the race with a much greater chance of success."

With realignment of former budget areas (including the county academies and the LRF warden's position) and the awarding of the Second Chance Act grant, Community Corrections will (beginning in January 2010) be implementing a number of changes. Four district offices will gain the services of eight Case Counselor/ Case Managers. They will be deployed in teams of two per office. One CC/ CM in each team will also be a Licensed Drug and Alcohol Counselor (LDAC). With funding from the Second Chance Act grant, the Concord District Office will benefit from additional service capability. The added services will include comprehensive assessments using the evidence-based



New Division (continued from page 2)

Global Assessment of Individual Needs (GAIN) instrument and intensive outpatient services for young adult offenders through Child and Family Services, psychotropic medications management, and peer support coaches through the National Alliance on Mental Illness (NAMI-NH). Job, housing, and other community services supports will be available through Goodwill Industries.

"We expect to show that investing in this way will reduce recidivism without increasing risk to public safety," says Director Diament. "It is our hope that this will lead to policy decisions to make further investments state-wide, thereby covering all of our district offices."

Along with his position at New Futures, Director Diament's has also been Director of New Hampshire's Division for Juvenile Justice Services, Director of the New Hampshire Office of Alcohol and Drug Abuse Prevention, and CEO of Odyssey House. He holds baccalaureate and Masters degrees from Penn State and completed his doctoral studies at Brandeis. He and his wife Patti have been married for 33 years and live in Newfields, New Hampshire. They have two adult daughters and are expecting their first grandchild in March.



Commissioner Wrenn, Governor Lynch, and Speaker of the House Norelli announce the Justice Reinvestment Initiative.

Justice Reinvestment Initiative

Reinvesting to reduce recidivism

ommissioner Wrenn joined Governor John Lynch and other key state leaders in September in announcing a project that could have significant and long range positive implications for the Department of Corrections and the state as a whole. The Justice Reinvestment Initiative is a partnership with the Public Safety Performance Project of the Pew Center to develop a data-driven strategy to reduce crime, reduce corrections spending, and reinvest the savings generated in measures that will improve public safety.

"This new partnership," said Governor Lynch, "will give us the data we need to reduce our recidivism rate in an effective and efficient way."

Commissioner Wrenn added: "We welcome this comprehensive review of Corrections policies and procedures, population trends, and the criminal code. Such an analysis will not only enhance public safety and reduce costs in the long term but will assist the Department in mapping a path for offender success and lower recidivism."

New Hampshire's prison population has increased 14 percent since 2000 and the DOC budget has grown

by 76 percent. Recidivism levels have hovered around 44 percent during much of the same time frame. However, they are on the rise. The New Hampshire Center for Public Policy projects that if existing policies remained unchanged, by 2018 the average daily prison population will be 23 percent higher and another 600 beds will have to be added.

"The national trend

is to emphasize offender support in the community," comments Commissioner Wrenn. "We have begun the process with the Division of Community Corrections, which provides support and guidance to offenders on probation and parole with the goal of reducing recidivism. The justice reinvestment initiative will help us formulate other alternatives to build upon the efforts we have already started."

The \$300,000 to \$700,000 cost for funding such an effort is borne jointly by the Pew Center and the Bureau of Justice Assistance. Justice Reinvestment representatives met with the Department's Office of Information Technology liaisons to determine what data will be needed and what resources are available to collect that data. (See further description on page 4 in IT@DOC section.) The Justice Reinvestment team has made numerous trips to meet with state legislators and other leaders and NHDOC staff and will continue to do so over the next two and a half years of the multiphased project's existence. They are optimistic that by March 2010 some recommendations for policy improvements can be set into practice.

Participating in the state's leadership team are Commissioner Wrenn, Assistant Commissioner McGonagle, Senate President Sylvia Larsen, House Speaker Terie Norelli, Supreme Court Chief Justice John Broderick, Superior Court Chief Justice Robert Lynn, District Court Chief Justice Edwin Kelly, the Governor's Legal Counsel Jeffrey Meyers, and Attorney General Michael Delaney. Other participants include State Representatives David Welch, Steve Shurtleff, and Neal Kurk, State Senator Maggie Hassan, Katie Merrow of the New Hampshire Charitable Foundation, and Joe Diament, Director of Community Corrections.



IT @DOC would like to extend our warmest wishes to our DOC family during this Holiday Season. During the past quarter, many initiatives have allowed IT@DOC to reach out, learn and meet many new DOC staff members who have assisted us in our mission at DOC. We thank you for your tremendous effort and the knowledge you have shared.

Highlights

DOC Facilities Implement Online Count Sheets

Beginning in November 2009, all facilities and their units successfully implemented procedures for utilizing the new DOC online count sheets. The count sheets provide consistent processes and procedures for day-to-day population management, while strengthening CORIS as a centralized offender management system. Through this imitative, IT @ DOC has been able to learn a great deal about DOC's business needs for day-to-day operations and has received many new requests for projects and reports to help with the continuous improvement of productivity and efficiency.

Field Services Implement Restitution, Fees and Fine Collection Initiative

During the past quarter IT@DOC and DOC Field Services have worked closely for developing ways to improve restitution, fee and fine collections. Beginning in December 2009, Field Services will begin mailing monthly reminders and past due notices to clients who have active collection cases. This service will not only increase the opportunity for collection of the client's financial obligation, but also assist DOC with keeping up-to-date records of residency, improving overall case management. Field Services staff is to be recognized for their effort in ensuring accurate data and the success of this important initiative.

NH Justice Reinvestment

IT@DOC has played important role in the New Hampshire's Justice Reinvestment Initiative (see article on page 3). Under the direction of the Commissioner's Office, IT@DOC has partnered with the Council of

State Governments' Justice Center for the purpose of conducting a national study that looks at criminal justice issues and policies. This effort is an example of how a centralized offender management system, such as CORIS, extends benefits beyond the day-to-day prison and community operations. By utilizing CORIS data, this initiative looks at important trends such as population management, types of crimes committed and other important factors needed to better understand NH's business applications, legislation and policy and the types changes can best support NH's needs.

CORIS Quick Tips

Did you know CORIS provides online training tutorials? The CORIS Online Training tutorials are organized by general categories, such as "Housing Assignments" or "Alerts/Concerns". The training is designed to be flexible so that users can complete the full training at their own pace or get immediate assistance on a specific topic. A virtual trainer provides step-by-step instructions with screen shots and interactive fields. The training is available from any computer that has access to CORIS. In addition, featured training modules are also on the NHDOC Online Resources website. To participate in the CORIS training:

- 1. Open and Sign into CORIS
- 2. Select the "Training" link at the top of the page.
- 3. Select a general category, e.g., "Housing Management." This will expand the menu to the specific training topics under that category
- 4. Click on a topic to begin the training.

Or for the featured training modules visit NH DOC Online Resources website at: http://pridocapp3/doc%2Dreports/coris_training.asp.

Administrative Seg. Unit at NCF

Commissioner Wrenn announced an operational change at the Northern New Hampshire Correctional Facility (NCF) in Berlin that is aimed at increasing the efficiency and effectiveness of departmental operation

As of December 18, 2009, the NCF Administrative Segregation Unit is no longer used for housing C2 inmates. This unit was designed and built for the purpose of providing more restrictive housing for C4 inmates who misbehave. Physical changes at the facility over the last several months provide adequate minimum security housing allowing for NCF to utilize the Administrative Segregation Unit for its intended purpose.

The decision to use the NCF Administrative Segregation Unit for inmates who misbehave and earn a higher classification has two principle benefits: administrators and staff at NCF will have a valuable tool for providing an immediate, certain and proportional response for dealing with inmate misbehavior, while at the same time saving the Department significant costs related to the transportation of inmates between Berlin and Concord. Prior to this change, inmates who misbehaved were transferred to the NH State Prison in Concord for the necessary restrictive housing.

"This operational change can be accomplished safely within the existing staffing levels, security and supervision procedures now in place while providing appropriate custody-level supervision for all inmates," Commissioner Wrenn said.

Beginning December 24, 2009, a new visiting schedule will be implemented that adds Thursday morning and Friday night visits for C4 inmates.



DOC Signs Agreement with ICE to Deport Qualified Offenders

The Department of Corrections and the U.S. Immigration and Customs Enforcement (ICE) Office now have a signed agreement to identify and deport qualified non-violent offenders housed in New Hampshire prisons. Commissioner Wrenn and Bruce Chadbourne, Director of the New England Field Office for ICE, signed the agreement during a brief ceremony on December 11.

This is part of an eighteen month old ICE-run program called Rapid REPAT, which stands for Removal of Eligible Parolees Accepted for Transfer. It is designed to expedite that process by allowing selected criminal aliens incarcerated in the New Hampshire State Prison for Men and New Hampshire State Prison for Women to accept early release in exchange for voluntarily returning to their country of origin.

Under the agreement, which has also been spelled out in PPD 5.21, DOC will forward a monthly roster and its daily intake sheets to ICE, which will identify eligible offenders. Under the agreement the offenders will have served at least one third of the minimum sentence imposed by the court. ICE will make the necessary arrangements to transport qualified offenders back to their homelands.

"This reduces our inmate population and saves money," said Commissioner Wrenn, who projects that as many as fifty offenders could qualify for the program initially.

Director Chadbourne called it a "win-win situation for both agencies." Thanks to the program, ICE would not need to detain illegal immigrants after they finish their sentences and could work toward expediting the process while they are in state facilities.

Discussions between DOC and ICE began last spring. Also on hand for the signing ceremony were Assistant Commissioner McGonagle, Warden Gerry, Assistant ICE Director Todd Thurlow, and Deputy Field Officer Director James Martin.

Faithful Service

Between August and December 2009, the following DOC employees were recognized for their years of state service.



30 Years

Janice Theodore, Nursing Coordinator at NCF, is shown above receiving her 30-year certificate from Commissioner Wrenn. She will retire December 31, 2009.

25 Years

Jeff Perkins, Supervisor IV (Food Services), NHSP/M

20 Years

Corrections Officer Steven Britton, NHSP/M

Bill Covatis, Technical Support

Specialist, NHSP/M

Joyce Leeka, Administrator II,

Medical and Forensics

Steven Page, Chef II, NHSP/M

Corrections Corporal John Pinker, NCF

15 Years Corrections Sergeant Eric Barbaro, SPU/RTU

Corrections Corporal Robert Bergeron, NHSP/M
Corrections Officer Richard Caouette, NHSP/M
Ric Fellows, Chief Psychologist,
Medical/Forensics-NHSP/M
Frederick Gignac, CC/CM, NHSP/M
Richard Lagace, Warehouse Manager III, NCF
Bill Lavellee, Maintenance Technician, NHSP/W
Ann Marie McCoole, Nursing Coordinator, SPU
Corrections Sergeant Shawn McLeod, North End THU
Corrections Officer Ricky Rhoades, NHSP/M
Corrections Sergeant Michael Shaw, NHSP/M
Carole Whitcher, Teacher II, NHSP/M

10 Years

Corrections Officer Brenda Adam, NCF George Adams, III, Prison Shop Manager, IT Shop-NCF Corrections Officer Peter Ash, NHSP/M Corrections Officer Jeffrey Bettez, NHSP/M Corrections Officer David Burdick, NCF Corrections Officer Dany Charter, NHSP/M Dan Coffey, CC/CM, TWC Janet Conklin, Program Asst. I,, Victim Services Ron Cormier, PPO, Field Services Central Office Corrections Officer Eric Cornish, NCF Paul Cote, CC/CM, NHSP/M Corrections Officer Angela Creveling, NCF Corrections Corporal Glenn Daniels, NHSP/M Pamela Florissant, CC/CM, NCF Deborah Green, Senior Psychiatric Social Worker, Medical/Forensics-NHSP/M Chris Hamel, PPO, North Haverhill DO Ashlyn Hardy, CC/CM, Parole Board-NHSP/M Corrections Officer Joseph Humphreys, NHSP/M Corrections Officer Ralph Jesseman, NCF Corrections Officer Bonnie Johnson, NHSP/M Cindy Keach-Qualls, Human Resources Coordinator I, NCF Corrections Officer Howard Kelley, NCF Corrections Officer Richard Keniston, NHSP/M Corrections Officer Robert King, NCF

(Continued on page 7)

Transitions

Retirements

Chief Osborn Retires

Chief Barry Osborn had been a fixture in the Division of Field Services even before it was called that. When he retired in August he took more than 35 years of law enforcement experience with him. He was hired as a Probation/Parole Officer in April 1973 when the agency was still unaffiliated with the New Hampshire State Prison and operating as the New Hampshire Department of Probation. On December 19, 1983, that all changed when probation and parole merged into the newly created Department of Corrections. He was named Chief of the Nashua District Office in June 2004 and he remained in that capacity until his retirement.

10 YEARS LONGEVITY (continued from page 6)

CO Christopher Lamontagne, NCF

CO Mark Lapete, NCF

CO Frank Logan, NHSP/M

Cpl. Gary Lydick, NHSP/M

CO Normand Marquis, Sr., NHSP/M

Glenn Mathews, CC/CM,, NHSP/M

CO Michael McCann, NCF

CO John Murphy, NHSP/M

CO Scott Newton, NHSP/M

Jessica Pelletier, RN II, NCF

Sgt. Jennifer Russ, Shea Farm THU

Sgt. Elmer Sevier, NCF

Tina Ward, Exec. Sec., Claremont DO

James Watson, PPO, Berlin DO

Joan Richards Retires

Joan (pronounced Jo-AN) Richards, Human Resources Assistant III, was the voice you heard on the other end of the phone whenever you called Human Resources Bureau. She is the one that posted the promotional and job listings and directed you to the payroll department, employee health, recruitment, or other HR area that could best address your need. She worked for the Department for eleven years. Her day-to-day efficiency will be missed.

Janice Theodore to Retire

NCF Nursing Coordinator Janice Theodore has worked for the State of New Hampshire since August 1979. She started out at New Hampshire Hospital and came to work for the DOC in June 1994. For many years she was the Nursing Coordinator at LRF, but transferred to NCF in July after LRF closed. On December 31, 2009, she will be retiring from DOC after a thirty year career with the state. She has received the respect of her medical colleagues which is well deserved.

Promotions

PPO II Scott Langevin has been promotoed to PPO III (Chief) of the Keene District Office. Scott started out as a Corrections Officer in October 1993 and was promoted to Probation/Parole Officer in September 1995. For most of that time he has been assigned to the Keene DO. He was promoted to Chief on September 11, 2009, after Chief Dave Place left to take over the helm at the Laconia District Office upon Brian Jones' retirement earlier this year. Keene D.O. has a staff of six and supervises an average of 450 offenders on a daily basis.

PPO II Paul Jacques was promoted to PPO III (Chief) of the Nashua District Office. Paul began working for DOC as a part-time Case Technician in October 1994. Not long after that he was assigned to the Manchester District Office as a Probation/Parole Officer where he remained until his promotion in December 2009. The Nashua District Office has a staff of six and manages a caseload of more than 1,900 offenders on probation, parole, and other forms of supervision.

Niki Miller named new Administrator for Female Offenders

Commissioner Wrenn announced in November that a new Administrator for Women Offenders and Family Services has been appointed. Niki Miller, the former DOC Prison Rape Elimination Act (PREA) Program Administrator, has been selected for the position.

In 2006, the New Hampshire Legislature established this position to serve as a statewide policy advisor on issues concerning women offenders. The Administrator will provide technical assistance, plan and evaluate gender specific programming, and develop the resources needed to achieve the best possible outcomes for women and families.

Niki has worked for the Department since August 2008. Prior to this she was the Executive Director of the New Hampshire Task Force on Women and Recovery and had worked in conjunction with the New Hampshire State Prison for Women on several issues.

"It is important to provide our female inmates with appropriate and ample opportunities to better succeed in the community," says Commissioner Wrenn. "Niki's well-rounded experience will be vital in helping to meet the needs of these offenders."

Policy Updates

Since July 2009, Commissioner Wrenn has signed thirty policy updates and/or revisions. PPD 5.11 pertaining to briefing and roll calls and PPD 7.23 regarding the DOC Legal Advisor have been deleted. Four policies were completely revised.

PPD 1.48 - Petition for a Recommendation to Modify or Suspend Sentence – This one was changed to require that certain violent offenders first submit their petition directly to the court before going before the Sentence Modification Review Committee. The Commissioner authorized the change after concerns were raised by victim advocate groups about two recent reviews of two inmates serving sentences for homicide.

PPD 5.25 - Processing Spot, Disciplinary, Incident and Intelligence Reports - The revised policy sets specific guidelines for handling such situations when they involve offenders on Administrative Home Confinement. It also mandates an immediate loss of visitations as an outcome for inmates found in violation of 27A, 30A, and 30.1A, all of which pertain to drugs and diluted urine samples.

PPD 7.17 – Religious Programming – The most significant change to policy sets stipulations for removing inmates from their religious diets due to violations of rules outlined in 5.25. It also designates a process for offenders to appeal these decisions in such cases.

PPD 1.38 – Achieving Prison Objectives through Effective Communication has been thoroughly reworked. This policy defines much of the organization of the Department. It sets up a requirement that staff meet quarterly with their supervisors and that the supervisors prepare reports on goals by May

1st each year. It sets up guidelines for supervisor inspections of the facilities and units. It requires the wardens and directors to submit a monthly report to the Commissioner. It also requires District Office Chiefs to submit monthly reports to the Director of Field Services.

There were minor changes to several other policies.

1.05 – Annual Report – It was reworked to better define who is responsible for submitting what reports and what should be contained in those reports.

5.95 – Institutional Safety and Health Inspections – The revised policy implements designates individuals for the scheduling of weekly on site inspections.

5.86 - Department Firing Range - Minor rules changes about handling weapons.

7.28 – Residence Access to Telephone System – The new policy makes a minor adjustment that includes pre-paid accounts.

8.02 – Equipment or Property Damage – The one minor change includes the maintenance area in the policy.

8.07 – Fire and Emergency Evacuation Planning – The policy now requires quarterly fire drills in the units.

The remaining policies were reaffirmed and remained virtually unchanged.

1.06 - Offender Record Reviews

1.10 – Documentation of Policies Relative to Persons Under Supervision

1.23 – Public Speaking Policy

1.26 - Citizen Complaints

1.27 - District Office Audits

3.07 - Resident Recreation Accts

5.48 - Honor Guard

5.76 - Temporary Holding Cells

5.81 – Restraining Devices (Confidential)

5.89 – Inmate Management in the Special Housing Unit

5.90 - Extra Duty

7.05 – Family Crisis Visits/Funeral Attendance

7.12 - Access to Courts

7.25 - Acceptance of Juveniles

7.39 - Cell feeds

8.04 - Maintenance Operation

8.09 - Fire Prevention

8.11 - Power Outages

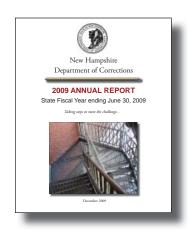
8.12 - Snow Removal

2009 Annual Report Available

The Department of Corrections Annual Report for the Fiscal Year ending June 30, 2009 was approved by Governor and Council on December 9th. The 30 page report is jammed full of information from each area of the Department, color pictures, new statistical data integrated from the CORIS system, and it even includes an acronym and abbreviation index.

Thanks to all who submitted reports, graphs, data charts, and photos, as well as those involved in editing, proofing, theme-building, nitpicking, and last, but certainly not least, printing.

A limited number of reports have been printed at the Correctional Industries Print Shop in Concord using the new digital printing press. The Annual Report is also available in electronic PDF format on the DOC website and Intranet.



Women's Prison Celebrates Chaplain Ordination

Since 2006, Beth Richeson has provided chaplaincy and other support services to the inmates at the New Hampshire State Prison for Women. She completed her studies at the Andover-Newton Divinity School. In August she became an ordained Presbyterian Minister and the women's prison became her mission. On October 6, 2009, nearly one hundred inmates joined "Chaplain Beth" for a celebration of her ordination.

The ceremony included music performed by the inmate choir, inmate testimonials, and reflections

from other religious leaders. New Hampshire Department of Corrections Commissioner Bill Wrenn congratulated Chaplain Beth and said he was honored to have her in the Department's midst and to recognize her accomplishment.

Commissioner Wrenn said, "She meets the inmates on the playing field without pre-conceived notions and has a boundless capacity for compassion."

Chaplain Beth began as an intern under the previous Chaplain Alice Roberts. Reverend Roberts was on hand to participate in the celebration. Ms. Caroline Robinson of Hope Tabernacle Church performed a moving rendition of the hymn "When He was on the Cross I was on His Mind."

The inmates collected scraps of fabric together and sewed those into a vesting that was presented to the Chaplain. They also crafted together a tote bag, which the Chaplain proudly showed off during the

The position is funded by



the New Hampshire Council of Churches and not the Department of Corrections. The Chaplain is a non-denominational position that works with all faiths to facilitate and provide spiritual support to the inmate population. Also in attendance were Warden Joanne Fortier and NH State Prison for Men Chaplain Jim Daly.

91st Corrections Academy

Twelve non-uniformed employees graduated from the 91st Corrections Academy on November 13, 2009. "The Civilian Academy," as it has been coined, ran five weeks compared to the usual eight week academy. The graduates were from all DOC prison facilities. Eight of the participants are assigned to the Division of Medical and Forensics Services. There are also two Corrections Counselors/Case Managers, one teacher, and one accountant.

This group received important

education and information about Corrections management, Corrections law, PREA (The Prison Rape Elimination Act), offender communication, emergency preparedness, employee health, sexual harassment prevention, and other skills necessary to perform effectively in a Corrections environment. These employees, all of whom have already been certified or licensed in their own fields, were required to be certified in CPR but were not required to certify in firearms, defensive tactics, and physical agility.

At the graduation ceremony State Representative Gene Charron (R-Chester) likened this group to the spokes in a wheel and called them a major part in the machinery known as Corrections.

Members of Academy 91 Nora Bowen, Senior Psychiatric Social Worker, SPU/RTU

Wilber Cox, Pharmacist, NHSP/M

Rebecca Crawford, Registered Nurse II, NHSP/W

Sheena Damboise, Dental Assistant, Medical/Forensics-Concord

Wendy Gingras, Registered Nurse I, SPU

Jennifer Goduti, Corrections Counselor/Case Manager, NHSP/M

Linda Hickman, Teacher II, Granite State High School, Concord Patrick Keon, Registered Nurse II, Medical/Forensics-Concord Joanne Lahaie, Accountant III, Division of Administration

Timothy Popovich, Dietician III, Medical/Forensics-Concord Mildred Rich, Corrections Coun-

selor/Case Manager, NHSP/M Judith Santy Psychiatric Social

Worker, Medical/Forensics-Berlin



Governor meets with prison staff

Governor John Lynch paid a visit to the New Hampshire State Prison in Concord on August 17th to hear questions and concerns from some of the employees. About forty officers and line staff met with the Governor for about 90minutes, along with Commissioner Wrenn, Assistant Commissioner McGonagle and Warden Gerry.

The employees expressed concerns about the loss of briefing and briefing pay, the possibility of future layoffs, staffing levels, and whether prison privatization was in the future.

About privatization, the Governor pointed out that he thought the idea of a Tri-State Regional prison was worth reviewing but he said that no one is talking about privatization at this time. He did not want to make predictions about the proposals of future governors.

Some staff took issue with the loss of the pre-shift briefings saying that this was the best time to discuss ongoing issues in the prison and to gauge the mental attitudes of staff coming on duty. Other employees expressed frustration with current staffing levels saying that

they feel they are stretched too thin. The Governor said the comments were helpful and that he would take them back to the state house with him for further consideration.

He thanked the employees for their hard work and dedication and expressed his satisfaction with Commissioner Wrenn's leadership.

Warden Blaisdell presented a letter to Cpl. Pinker in September for going above and beyond the line of duty when he pushed out a laundry cart that was set on fire in the MSU-Dorm at NCF.



Commissioner sworn in for second term

Commissioner Bill Wrenn was sworn in for his second four-year term on October 5, 2009, at the beginning of his monthly wardens' meeting, surrounded by the wardens and other members of the Department's Executive Staff. The Governor and Executive Council approved his reappointment on September 23, 2009.

Commissioner Wrenn was appointed by Governor John Lynch and the Executive Council in December 2005. During his tenure he has overseen the addition of increased programming and treatment for female offenders, the creation of a Residential Treatment Unit, a realignment and reorganization of departmental responsibilities, the development of a strategic plan to emphasize offender re-entry, alternative sentencing, and lowering recidivism, and the implementation of the Division of Community Corrections.

Commissioner Wrenn thanked those present for their continued

support and pledged to continue moving the Department forward in a positive way in the years ahead.

During the 1980s, Commissioner Ron Powell received consecutive appointments even though the Governors changed, but in 2001 the legislature enacted a four-year term for the Commissioner of Corrections. Commissioner Wrenn is the first Commissioner to receive back to back appointments since the law was rewritten.

Benefitting you! A regular feature from the Bureau of Human Resources

Deferred Compensation change

The Deferred Compensation Commission has authorized the change of the third party administrator for the State's Deferred Comp Plan from ING to Great West Retirement Services.

The planned conversion date is February 1, 2010. However, well in advance of this change, information will be shared and explained with all members. An initial letter will be in the mail to each participant shortly from Tom Manning, the Chairman of the Commission; a complete package of material will follow. This material will be mailed out on December 24, 2009.

Transitional information meetings for Corrections employees who are employee participants of the NH 457 Public Employees Deferred Compensation Plan will be scheduled soon and your local Human Resource Coordinator will be announcing when a meeting will be scheduled for your respective location.

The meetings will be held from January 11 through January 29, 2010, at various locations. These meetings will last no more than an hour, perhaps less, depending on questions asked. Representatives will be onsite for at least a half day to speak to as many participants as possible. The meetings are not mandatory, and participants will be released from duty without charge to their leave time should they wish to attend, as this is a state sponsored benefit. For the facilities, meetings will be scheduled near or around shift changes so there is as little disruption of schedules as possible.

Other notes of interest from HR

W-2s will be attached to individual payroll checks/stubs issued on January 15, 2010.

Anthem will be issuing new ID cards and will begin mailing these out 12/20/09 to employee home addresses. If you have not completed the required "Employee Information Update Form" for 2009, please do so immediately to ensure that the DOC Bureau of Human Resources has your correct address.

More grant money for FCC

The NH Children's Trust Fund Board of Trustees announced it was providing over \$200,000 in grants for non-profit organizations in the state. The Family Connections Center has received \$7,692 of that for its PREP operation.

PREP stands for Prevention and Relationship Enhancement Program. Family Connections Center Administrator Kristina Toth says it is one of the most comprehensive and well respected divorce-prevention/marriage enhancing programs. It is a nationally facilitated couples' communication class. In New Hampshire it is run in conjunction with the FCC's Healthy Marriage and Responsible Father Grant, which is received from the federal government.

"We run the class in three different ways," Administrator Toth said. "The ideal way is to have couples take it together in the prison. If circumstances prevent that, then we offer it separately to the fathers in the prison and to their partners in the community."

The PREP grant helps alleviate barriers to get the female partners to the outside site in New Hampshire where FCC can offer it at that time. These sites are rotated throughout the state. This grant helps these female partners with their expenses to attend these sessions.

Former DOC Counselor Steve Kenney recognized posthumously

Former Substance Abuse Counselor Steve Kenney received a Lifetime Achievement award from the New Hampshire Alcohol and Drug Counselors



Association at a ceremony in Manchester in November. Counselor Kenney, who passed away on July 3, 2009, was recognized for his significant contributions to the drug and alcohol field.

From 1989 until his retirement in 2001, Steve was employed with the Department of Corrections primarily as the Administrator of the former and highly regarded Summit House Program for substance abuse treatment where he was responsible for the recovery of hundreds of inmates. After his retirement and until his death he continued to work part-time as a substance abuse counselor for offenders supervised in the Keene District Office.

He served on the Board of Directors of the organization for the aid he gave to so many seeking help in their recovery throughout his life. The award was accepted by his widow Janet Kenney at the organization's breakfast meeting held at the Manchester Country Club.



NHSP/M

Several big construction projects are underway or have been completed in Concord.

Work on renovating R&D is well underway and the goal is to complete it by the end of January, 2010. Using an inmate work crew under the supervision of maintenance staff, the administrative offices in R&D were completely gutted and temporarily moved into A/B Dorm. The overflow inmates in A/B dorm were transferred to C/D Dorm. When it is completed the new office will allow for better programming and counseling opportunities for the inmates assigned to this unit.

The construction of the new gatehouse at Zone 7, behind the SPU, is completed and fully functional. It utilizes state of the art electronic controls that helps maintain public and staff access more efficiently.

The rebuilding of the south wall continues in an orderly fashion. Construction work began earlier in the fall as the 131 year old brick wall was demolished and a security enhanced chain-link fence was installed as a temporary measure. It requires constant staff supervision as the outside construction crew continues to proceed on this project. The parking lot on the northwestern side of the main upper lot has been closed for some time and overflow traffic due to visitations and other business has had to park on North State Street when the other lots are full. While this project has been a challenging time for security, it has been relatively smooth thus far.

Warden Dick Gerry expresses his thanks to his staff for their hard work and dedication in light of the continued growth of the inmate population. H-Building now houses over 500 inmates with bunks being added to the pods. Bunks have also been added to the dayrooms in Medium North and South. More SHU beds have been doubled up as well.

NHSP/W

A photographer from the national organization Project Laundry List visited the State Prison for Women in October to take pictures of the new ozone-fed laundry machines. Earlier this year this new technology was installed in the Concord prison and has saved millions of gallons in water and cut costs. The same technology was installed in Goffstown and Berlin. About fifty photos were taken of the machinery, some of which will be published in a book next year that promotes line-drying clothing and alternative and energy efficient ways to do laundry.

The Saint Anselm College's "Women in Prison" class which began in September ended on December 10th. Nineteen Saint Anselm students and twelve inmates explored the history and purposes of incarceration and philosophical questions including forgiveness and retribution. Shea Farm Unit Manager Christine Cook, Dr. Elaine Rizzo from Saint Anselm College, and Chaplain Beth Richeson participated and helped supervise the classes.

NCF

On December 18, 2009, NCF opened its Administrative Segregation Unit for C4 inmates. The C2 inmates that have been housed in that unit for many years were transferred to Concord. More details on this project are available on page 5.

NCF held an open house for programming in September and fifty-five C2s signed up for programs in the chapel, education, Family Connections Center, the law library, recreation program, and for their GED test. Warden Larry Blaisdell hailed the event as a success.

The Furniture Shop in Berlin has nearly completed a year long project to repair, repaint, and reupholster more than one hundred seats from the theater inside the Gorham Town Hall. The seats were manufactured decades ago and have been in disrepair for a long time. The crew, under the guidance of Shop Manager Tim Villneuve, has torn the original seats out of the metal frames; spray painted and refinished them, added a firmer custom-made cushion, and reupholstered each one while maintaining the historic look. The 120 seats will be installed in town hall the near future so stay tuned.

Nashua DO Fire

A fire erupted during the early morning hours of August 16, 2009 at the Nashua District Office's Pine Street Extension facility; arson is susptected. The fire and the building's sprinkler system caused general damage throughout the office. The initial investigation suggests the fire began PPO Sterling Wheeler's office located to the rear of the building.

In the ensuing weeks, a three-man inmate work crew from the Calumet Transitional Unit in Manchester was assigned to assist in the clean-up of the building. Inmates painted the offices, swept and mopped the affected areas and did other routine maintenance. The building's landlord provided paint and painting supplies. The building's maintenance supervisor commented that he was very impressed with the work done by the work crew

The office was up and running normally by September 9, 2009.